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SUBJECT: CIA Leave Policy for Overseas Personnel

1. The adoption of the leave system of the State Department Foreign Service for CIA employees serving overseas has been the subject of considerable discussion in the Agency over a period of time. This proposal has been based on considerations of equity and morale, in order to equalize, in respect to leave, CIA overseas employees with similar personnel of the State Department and [REDACTED]

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2. The State Department Foreign Service leave system has considerable advantages over the general Government leave system in respect to rate of accrual of leave, maximum accumulation of leave and lump-sum leave payments. A tabular comparison of the two is attached hereto as Enclosure 1.

3. The principal disadvantages to CIA in the adoption of such a leave system would be additional costs to the Agency in lump-sum payments at the time of termination or transfer to a different leave system and the loss of employees' services for a longer period of time each year because of the increased rate at which annual leave is earned.

4. After weighing the above considerations and investigating the administrative aspects of the matter, it is the opinion of the Committee that benefits similar to those of the Foreign Service leave system should be extended to CIA employees serving overseas. However, it is not believed that such action can be taken immediately, for the reasons outlined below.

5. The adoption of the State Department Foreign Service leave benefits for overseas employees of CIA is closely related to a proposal currently being considered in the Agency for the creation of a CIA career foreign service. If the results of that study will be available in the near future, action on the leave question should be held up until that time.

6. Legislation will also probably be necessary before a leave system similar to that of the State Department Foreign Service can be adopted for CIA overseas employees.

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